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OCA 86-2562
25 July 1986

MEMORANDUM FOR THE RECORD

SUBJECT: Meeting with the SSCI Personnel Review Team

25X1 1. On 9 July Agency representatives met with the SSCI personnel review team to discuss their basic purpose and method of operation. Charles Battaglia, will head the overall effort. John Despres will head up the team reviewing the Agency and will have John Nelson, Gary Moore, Natalie Bocock, Larry Kettlewell and Merrill Kelly on his team. The Agency was represented by Bob Magee, Director of Personnel and [] Deputy Director of Personnel for Policy, Analysis and Evaluation.

2. In outlining where the staff hoped to go, Despres said that the Committee would be interested in finding out our concept of the personnel problems and issues that the Agency will face in future decades and our plans for recruiting and retaining the kind of people that we will need. He said that the staff will complete a report this year and whether the review would be continued next year would be up to the new SSCI leadership.

3. Magee commented at the outset that homogeneity as it relates to the community is a dirty word to us because we maintain that our needs are unique. Despres replied that they are not trying to homogenize the community but to find out if there are any areas of common interest. Magee continued that he looked upon the SSCI personnel review as an opportunity for the Agency to inform the Committee about the personnel initiatives and plans that we have for the future. He said that he sees the Agency taking a modular approach to personnel improvements, adding them as appropriate. He added that he does not see the need for new legislation since the Director already has unique authorities.

4. Magee explained to the staffers where the Agency was at present in terms of personnel improvements. He outlined the pay banding for communications technicians and the new secretarial system as new experiments that have just begun. He noted that our current retention rate is one of the best in the government because it is special to work for the CIA and that our goal is to preserve that attitude.

25X1 5. Battaglia explained that the teams would begin their contacts with the Agency shortly. Bocock will be the DDI reviewer while Moore will interface with the DDA, Nelson with the DDS&T and Kettlewell and Kelly with the DDO. It was agreed that any written material must go through [redacted] who will be the primary action officer for the Agency. Requests for interviews and information are to be made through the Office of Congressional Affairs.

25X1 [redacted]
Office of Congressional Affairs

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